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March 27, 2020

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**SCSBA Council of School Attorneys**

- 8:30 - 9:00 a.m. Registration & Continental breakfast
- 9:00 - 10:00 a.m. **Employee Health and Wellness: FMLA, Leave Banks, and Mental Health in a K-12 Setting**  
This presentation will take a deep dive into the details of the FMLA and the most common pitfalls in the K-12 setting. Through this presentation, participants will gain a better understanding of the more nuanced portions of FMLA, including determining who is an instructional employee, intermittent leave requests, and length of leave based on the timing of the request. Presenters will also discuss the pros and cons of maintaining a district sick leave bank. Lastly, the presentation will analyze the ever-increasing concerns related to employee mental health crises from an employer standpoint. Participants will complete the training with a better understanding of how to comply with FMLA while also ensuring the best possible educational outcomes for students.  
*Presenters:* Christy Graham, Esquire, Dorchester School District Two  
David Lyon, Esquire, Duff, Freeman & Lyon
- 10:00 - 10:15 a.m. Break
- 10:15 - 11:15 a.m. **Legislative Update**  
This session will offer an update on education bills that are moving through the General Assembly, including comprehensive education reform and K-12 appropriations for 2020-2021.  
*Presenter:* Debbie Elmore, SC School Boards Association
- 11:15 - 12:15 p.m. **Sex Offenders in Schools: Protecting Students While Balancing Rights**  
South Carolina schools engage with many different groups of people, including employees, parents, students, contractors, and visitors; and occasionally, some of these individuals are registered sex offenders. In this session, attendees will learn what limits schools can place on these individuals and what rights they retain as part of the school community.  
*Presenters:* Lindsay Anne Thompson, Esquire, Georgetown County School District  
Doug Webb, Esquire, Greenville County School District
- 12:15 - 1:15 p.m. Lunch & Learn (included in registration)  
**An Ethical Divide: Where Do Board Members Stand?**  
During lunch, attendees will discuss hot topic ethical issues that board members have to navigate, emphasizing the pitfalls of the campaign trail.  
*Presenter:* Tara McCall, Esquire, SC School Boards Association



- 1:15 - 2:45 p.m.     **Help! I Have a Crazy Client...What Now?**  
We all have had those clients who exit our office and leave us believing that WE are crazy. Whether they are so-called HCP (High Conflict People), have personality disorders, or are just plain mean, participants will learn how to deal with and communicate effectively with these types of individuals. The presentation will focus on personality disorders and the BIFF method of communicating and diffusing conflicts. Brief, Informative, Friendly, and Firm communication helps to diffuse professional and personal conflicts in our lives.  
*Presenters:* Leslie Armstrong, Esquire, Armstrong Family Law  
                  Helen E. Wheeler, Center for Families
- 2:45 - 3:00 p.m.     Break
- 3:00 - 4:00 p.m.     **Litigating Title IX Sexual Harassment Claims**  
Attendees will participate in an analysis and discussion of the current state of the law regarding private claims alleging teacher-on-student and student-on-student sexual harassment under Title IX of the Civil Rights Amendments of 1972.  
*Presenters:* Thomas K. Barlow, Esquire, Halligan, Mahoney, & Williams, PA  
                  Jasmine R. Drain, Esquire, Halligan, Mahoney, & Williams, PA
- 4:00 p.m.             Closing remarks and Adjournment